

offer that no company on earth can match: the opportunity to make a difference; structured guidance and support throughout a career; responsibility at a level unmatched anywhere; a retirement plan that is guaranteed to be there at the end of a career; respect recognized throughout the world; the chance to grow and develop in an environment that is tolerant of mistakes; camaraderie that cannot be matched by any corporation; and an opportunity to experience all this in a global environment.

The person who needs to be able to transmit the knowledge of those perks to the sailor, and to make sure they are available, is that sailor's chief. Sailors are happiest when: they have a clearly defined mission; have ownership of their work environment; are held to fair, consistent and sensible standards; their families live in a clean, safe, and relatively comfortable location; and they receive recognition and pay that reflect the importance of what they do for their country. As the Navy leadership focuses on the first and the last, the responsibility of fighting for the rest lies squarely on the shoulders of the chief. The bottom line? Keep sailors happy and they will stick around."

And finally, Master Sergeant Michael M. Green, USAF writes, "Our military and political leadership express serious concern for the ever-growing retention and recruiting problems facing the enlisted force, and have initiated moderate pay improvements to help resolve these problems. Much more can and must be done, however, to address the real financial needs and expectations of our enlisted warriors. The chief shortfalls of the current pay structure are in basic pay, the basic allowance for subsistence (BAS) and education incentives." He concludes, "There are innumerable reasons why patriots choose and continue to serve in our nations military. There are significantly fewer reasons why they opt to leave. Financial compensation is the chief concern to both young recruits and old wardogs. Fashioning a more equitable pay and allowance structure will greatly entice tomorrow's warriors into service as well as to keep today's enlisted force serving proudly. . . . Our enlisted force is not composed of second-class citizens. It is a collection of the guardians of our nation and our national interests. It is time they are compensated that way."

These veterans have poignantly put forward their thoughts on a most difficult issue in an honest and sincere fashion. Mr. President, I thank you for the opportunity to share their views with you and the Nation they serve.●

IN HONOR OF JIMMY DON HUDSON

● Mr. BREAUX, Mr. President, on behalf of Senator LANDRIEU, I rise with great sorrow on the passing of Jimmy Don Hudson of Monroe, Louisiana. He was a friend to me, Senator LANDRIEU and all those who knew him.

It has been said that Jimmy Don had a gift that made everyone think they were his best friend. A dedicated husband and father, Jimmy Don worked hard every day for the people of Monroe and the state of Louisiana.

A tireless public servant, Jimmy Don served on numerous boards and commissions. He was president of the Tensas Basin Levee District. He also held leadership roles on, to name a few, the Monroe Chamber of Commerce, the Governor's Commission on Higher Education, the Monroe Downtown Economic Development District, the West Monroe Boys and Girls Club, the United Way of Northeast Louisiana and the Ouachita Council on Aging.

Jimmy Don also served his country in the Vietnam War. As a helicopter pilot, he logged more than 1,000 hours of flight time while making sure both wounded and able-bodied American soldiers were out of harm's way. After his tour of duty, Jimmy Don continued his military service in the Army National Guard until 1996, logging an additional 2,800 hours of seat time.

Mr. President, some say the best people die at an early age. This is certainly true in Jimmy Don's case. Although he only spent 52 years with us on this earth, his legacy will live forever. Senator LANDRIEU and I extend our condolences to his wife Pam, and sons Brandon and Gabe. Jimmy Don will be sorely missed.

I have attached an editorial written by Keith Prince of the Monroe (La.) News-Star that describes Jimmy Don well, and request it be included following my statement.

[From the Monroe (La.) News-Star]

(By Keith Prince)

HUDSON WAS ABLE TO MAKE EVERYONE FEEL LIKE HIS BEST FRIEND

It's never easy to say goodbye.

It is even more difficult when it is someone in the prime of life, at the very pinnacle of his professional and personal life.

Jimmy Don Hudson fits that description perfectly.

Why his heart failed last Saturday night while in Washington, D.C., attending Mardi Gras festivities is unknown. An avid pilot, Hudson had passed a flight physical exam just two weeks ago.

All we do know today is that countless friends feel a very real loss and have his wife, Pam, and sons, Brandon and Gabe, in their thoughts and prayers.

There's a lot of great qualities that we will all remember about Jimmy Don, but the list should start with the tremendous dedication he had for his family. He spent a lot of time with his sons and it shows, said longtime friend George Luffey.

The uniqueness of this man is his rare ability to easily handle the boundary of business associate-friend that some people never figure out.

Jimmy Don was capable of being both a very effective and successful ambassador for BellSouth and at the same time make everyone he knew feel special.

The comment Sunday by State Rep. Francis Thompson summed up Jimmy Don perfectly. He had that gift of making everyone think they were his best friend.

Personally, anytime we visited I walked away feeling better. He was always positive,

uplifting and you had no doubt he was interested in you and what you had going on.

Very unassuming, Hudson had moved steadily up the ranks in the corporate world of BellSouth, and I suspect that the company long ago recognized the same qualities that all the rest of us grew to appreciate in this man.

He began at what was then South Central Bell working summers in the coin department while a student at Northeast Louisiana State College.

Except for a highly decorated tour of duty with the Army during the Vietnam War, Hudson never left the telephone company and next month would have marked his 28th year there.

Linda Williams had worked with Jimmy Don in the public relations office at BellSouth since he moved into that department in 1985, and she doesn't remember a bad moment.

He was very kind-hearted and wonderful to work with. He was always trying to help others and never sought out any recognition for it. He loved life and I think he made a real difference in the lives of many in our community.

Hudson also made a major difference for many wounded American soldiers during the Vietnam War. After going through ROTC at the college and graduating in 1969, he entered the Army as a second lieutenant and later served as an aviation platoon leader and helicopter pilot in Vietnam. One of his assignments was to rescue U.S. soldiers downed in the field.

He wouldn't talk much about that, but I understand he had over 1,000 combat hours and was one of the best helicopter pilots over there, said Luffey.

Of course, it is impossible to characterize Jimmy Don Hudson without recalling his sense of humor. He was the master of comebacks, said Luffey. You might think you had him pinned down with a comment but he was always able to get in the last word.

One of Hudson's lifelong friendships began when, as a high school student, he worked for Jackie Neal, then the director of parks and recreation for the city of Monroe.

He did whatever we needed—mow grass, line off the fields, umpire a little. He was something else. I've always said Jimmy Don is the only person I ever fired twice in one day. First he and Petey Smith got two trucks stuck, and later I needed him and finally found him playing basketball at one of the recreation centers, Neal recalled.

Later Neal and Hudson officiated football games together for 10 years. We finally gave that up, and he began playing golf in his spare time. He's been like a little brother to me. We talked on the phone or saw each other often. Any time I've ever been sick, Jimmy Don would call every day.

I can't tell you how much I will miss him, added Neal.

And, so will everyone else lucky enough to have known Jimmy Don Hudson.●

AFRICAN AMERICAN HISTORY MONTH

● Mr. DURBIN. Mr. President, I rise today in honor and acknowledgment of African American History Month, a great tradition honoring and celebrating African Americans. This 74 year tradition, proposed by Dr. Carter G. Woodson, a son of former slaves, seeks to broaden our vision of the world, the legacy of African Americans in our nation's history, and their role in our nation's future.

When Dr. Woodson, the Father of Black History, was earning his bachelor's and master's degrees at the University of Chicago, this country had only the slightest respect for people of color. Dr. Wilson's devotion to ensuring that Blacks would escape "the awful fate of becoming a negligible factor in world thought" was ridiculed and attacked. However, in the end he prevailed and pioneered the celebration of Negro History Week, now Black History Month. The theme for this year's celebration is "Heritage and Horizons: The African American Legacy and the Challenge of the 21st Century."

The African American legacy in my home state of Illinois is great. Illinois is the birthplace of prominent African American writers such as Ellis Cose, Charles Johnson and Lorraine Hansberry. Illinois' native sons, James Cleveland and Miles Davis, are two of the world's greatest musical composers who transcend racial lines. And beloved daughter of Illinois, Katherine Dunham, dancer and choreographer, continues to bring the tradition of great African dance to a wide audience.

In addition to a rich history in the arts, African American Illinoisans also have played a significant role in state, local and federal government. Consider, for example, John Jones, the first African American elected to any public office in Cook County; Floy Clements, the first woman elected to the Illinois legislature; Harold Washington, former mayor of Chicago; and Carol Moseley-Braun, the first African American woman elected to the United States Senate. These African Americans, like those who have come before them, continue to shape our nation's history and inspire new generations of African Americans.

Today's African Americans have made great strides and overcome a variety of color barriers. The unemployment rate for African Americans has fallen from 14.2% in 1992 to 8.3% in 1999, the lowest annual level on record. The real wages of African Americans have risen rapidly, over 5% in the past two years. Moreover, while the African American child poverty rate is still too high, it fell to 36.7% in 1998, the lowest level on record. However, as these data suggest, there is still more work to be done.

The rate of firearm-related injuries is still unacceptably high. Racial profiling on our highways and in our airports and housing developments continues to be a serious problem. The rising cost of tuition continues to place ethnic minorities at an academic and economic disadvantage. The poor conditions and quality of too many of our schools keep children from low socioeconomic households from breaching the digital divide. Racial disparities in mental health and health care are pervasive in our society. And in the Chicago metropolitan area, after a two year decline, the number of reported AIDS cases has jumped 24 percent. Although African Americans represent

13% of the US population, they account for more than half of new HIV infections.

AIDS knows no boundaries. This month, as we examine and reflect on the legacy and challenges of African Americans, we must not forget our brothers and sisters in Africa. Approximately 23.3 million adults and children are infected with HIV in sub-Saharan Africa, which has about 10% of the world's population but nearly 70% of the world's infected people. I recently witnessed the devastation of this deadly virus first hand—isolation, prejudice, and a multitude of new orphans. This month, as we celebrate the heritage and horizons of African Americans, we must ask ourselves, what is on the horizon for our African brothers and sisters?

These are just some of the problems which require our attention if we are to fulfill the dreams of visionaries like Dr. Woodson, Dr. Martin Luther King, Jr., and other African Americans who continue to serve as role models for all Americans. Dr. Woodson believed in looking back in order to look forward. In this special month that seeks to learn from the past and shape our future, we need to examine how to build on the legacy of hope left to us from those who have gone before us.

As we move forward into this new millennium, let us extend Dr. Woodson's mission past the month of February and make it part of the fabric of our lives. Let us look to our forefathers, no matter what their race, creed, or color, and unite in our diversity to build one America and to build a world where every child has hope for the future.●

THE BOY SCOUTS OF AMERICA 90TH ANNIVERSARY

● Mr. GRAMS. Mr. President, I rise today to pay tribute to the Boy Scouts of America on the occasion of the 90th anniversary of its founding.

From its beginning in 1911, the Boy Scouts has grown in size to more than five million active members in 1999. In the 90 years since its origination, the Boy Scouts has influenced more than 100 million boys, young men, and women. Minnesota scouting officials estimate that in my home state, more than 100,000 young people participate in the program today.

Using goal setting and team building, Boy Scouts develop skills to overcome obstacles through trial and error. Whether earning their next merit badge or learning how to properly interact with the environment, Boy Scouts are able to translate what they have learned through the program into their families, churches, and communities.

Let me also take a moment to commend the almost 500,000 adult volunteers, including 24,000 Minnesotans, who serve as leaders for the Boy Scouts. Both men and women serve the Boy Scouts in various capacities rang-

ing from unit leaders to merit badge counselors. The Boy Scouts of America would certainly not be possible if it were not for the efforts of these stalwart volunteers.

Although times have changed, fads come and go, the Boy Scouts continue to be an effective tool in training our nation's youth. Through the Scouts' core values of helping other people at all times and keeping themselves physically strong, mentally awake, and morally straight, scouts impact our communities in many ways. Students who have been through the Boy Scout program and have adopted these values as their own are needed now more than ever before.

Over the years, the Boy Scouts have produced many of the country's most respected civic, professional, and community leaders. Right here in the Senate, 66 of my fellow colleagues have served as a scout, a leader, or in some cases, both. With all that the Boy Scouts have done for our country, I hope its next 90 years will be as productive as these first 90 have been.

On this 90th anniversary of the founding of the Boy Scouts of America, I wish my very best to the Boy Scouts, not only in Minnesota, but to Scouts across our great Nation.●

AMERICAN HEART MONTH

● Mr. GRAMS. Mr. President, I rise today to recognize February as American Heart Month. As its sponsoring organization, the American Heart Association (AHA) plays a major role in advocacy at both the national and local levels through activities to increase public awareness of health concerns. Their messages this month is "Be an American Heartsaver! Know the warning signs of heart attack. Call 9-1-1. Give CPR."

These three simple steps are aimed at reducing the number of lives lost every day—nearly 700—because the victims were unable to reach a hospital in time. The harsh fact is that cardiovascular diseases are the number one killer of men and women. In 1997, 34 percent of deaths from cardiovascular disease occurred prematurely, before the victims reached age 75. In total, more than 953,000 deaths were due to cardiovascular disease in 1997; 47 percent of those victims were women and 53 percent men.

During American Heart Month, thousands of AHA volunteers across the country canvass neighborhoods to raise funds and provide educational information about cardiovascular diseases and stroke. This is where the AHA makes its mark through its steadfast pursuit to reduce disability and death from cardiovascular diseases and stroke. By educating the American public about the early warnings signs of heart attacks and stroke, the members and volunteers of the AHA know that individuals will be better prepared to save themselves—and others around them.